

# The Future Leaders Programme

## Leaders Digest (July 2018)

### Hello

I'm Sarah Merrifield and I'm the last rolling editor of the Leaders Digest from the 2017-18 Cohort



### Phrase of the month

*"The only thing necessary for the triumph of evil is that good men do nothing."*  
Edmund Burke

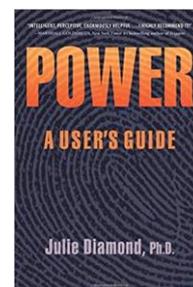
I would of course like to update this quote to include good women also! It's a bit melodramatic but has stuck with me since I first heard it several years ago. I believe it's still applicable to working in the NHS today.

We work with many fantastic colleagues and there's lots of good that goes on. It's very easy to just crack on with the day job, do our bit and go home to whinge about the bad to our partners and families. It's much harder to stand up and challenge things, which is why it's great that schemes such as the Future Leaders Programme gives us the opportunity to learn skills that enable us to do this.

### Book recommendation

#### Power: A User's Guide by July Diamond PhD

I'm not much of a non-fiction reader but this was recommended to me by a colleague and I actually really enjoyed it. There's a lot of psychological theory as to how to utilise our own personal power, recognise the behaviours associated with high and low rank and identify the power than



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positional and social rank gives us. Really recommend this to anyone – it was certainly an eye opener and has changed how I view certain situations.

### TED like talk of the month

Why do ambitious women have flat heads? Dame Stephanie Shirley

Available [here](#).

I came across Dame Shirley initially when I was researching for a play I was producing a few years ago. Her story as someone who initially came to the UK as part of the Kindertransport rescue effort is fascinating. Her talk of how she became so successful is both hilarious and tear jerking. Nothing to do with the NHS but worth a watch nonetheless!

### My Project

I've had 2 roles this year – one is working on the Future Leaders Programme with the rest of the team. I've been involved in looking at the programme curriculum, developing policies, collecting feedback and organising events, amongst many other things! I've found the role a challenge as I've sometimes felt stuck in the middle of the fellows and HEE which I've had to find ways to deal with. That aside, I've had a fantastic time this year and developed in so many ways.

My other project was to look at the wider leadership offer in the region. I was given a report at the start of the year that suggested 24 design principles for a new improved leadership offer. An overwhelming task! I started by collecting information from each school as to their current offer. We identified a gap in all specialties at ST1-4 level so piloted some one day courses and ran a regional educators forum. As we had only one off funding we have since created a Regional Leadership Faculty to continue this work and consider the wider leadership offer. I'm very excited to be involved with this. I've also developed a national self-assessment tool for Leadership Leads across the country which I presented in London earlier this year.

I felt initially overwhelmed by my task and wasn't sure how I was ever going to achieve this. The learning and development I've gained as part of this has been huge. I'd suggest to anyone starting to not be put off by a challenge or seemingly unachievable task. Although it's not possible to change the world in a year you can make a start. It's been fantastic working with such a dynamic, enthusiastic group of people for a year that makes me feel hopeful for the future.

And finally, a note to the new fellows – your year will fly by so enjoy every second of it!

### Upcoming events

3<sup>rd</sup> August – FLP Induction and IP Training

23<sup>rd</sup> August – Myers Briggs

30<sup>th</sup> August – Action Learning Sets Day 1